

# ENGINEERING FIELD ACTIVITY ATLANTIC (EFA LANT)

## FY 2001 Q2 Report

11 April 2001

### 1. GOALS AND OBJECTIVES FOR FY 2001

#### A. Leaders Lead Change

- 1) Develop a Surplus of Capable Leaders/Formalize Mentorship:  
All key staff shall identify potential successors – In progress. At FY01 IDTT and ADT funding levels at four and two time respectively previous annual funding, the opportunity to indoctrinate future leaders has been improved.
- 2) Conduct Three Regional Drills in Q2: Regional drills are programmed as follows:

South at CENTCOM	, Tampa, FL	11-14 January	20 personnel attended
Midwest at Cincinnati	, OH	20-21 January	21 personnel attended
North at Lakehurst	, NJ	20-21 January	12 personnel attended
- 3) Recognize and award top performance:  
Written FITREP/EVAL and Awards processes briefed at December core drills and January regional drills. SOPs were placed on EFA LANT web site in March. EFA LANT web site address is: [www.efdlant.navfac.navy.mil/efalant](http://www.efdlant.navfac.navy.mil/efalant).

#### B. Maintain High State of Unit Readiness and Individual Training Readiness

- 1) Goal = R2; All Individuals Above 80% on ITP Skill Attainment Record:  
The following are the number of personnel who have achieved 80% on ITPs. Percentages are based on number of unit billets, then number of unit personnel onboard:

OICC:	16/70 (23%)	16/56 (29%)
EEU:	2/45 (4%)	2/29 (7%)
CEU	3/13 (23%)	3/12 (25%)
Total:	21/128 (14%)	21/97 (22%)

An additional 23 personnel are at or above 60% attainment.
- 2) Institutionalize "Real Skill" Requirements for Individual and Unit Mobilization:  
In progress – Adding Level, II, and III warranting requirements to ITP. Identified P-455 training requirements for enlisted personnel, working with CUCM Schmoyer and EOC Hoffman on details. Attempting to identify ISO 14001 environmental training for EEU officers.
- 3) Codify ITPs via RSTARS: Pending
- 4) Increase Training/Professional Development to 20% of On-board Strength:  
In progress – 7 officers completed training on AT to date. 8 officers currently scheduled for contracts/professional development training on AT.
- 5) Maintain Active Program for Reserve CEC Schools/Warranting/Certifications:  
In progress – Issuing warranting survey to EFA LANT officers. Results will determine future training needs.

- 6) Develop and Maintain Web-based Skills Directory: Pending.

### C. Man Units at a Minimum of R2 Levels

- 1) Establish Manning Readiness Status for all Units: Refer to Manpower Report and Organization Charts on EFA LANT web site for additional details.

Current On-board Strength Relative to Funded Billets									
	OICC			EEU			CEU		All Units
<b>Officers</b>	36 of 36	100%		28 of 32	88%		10 of 11	91%	74 of 79 94%
<b>Enlisted</b>	20 of 34	59%		1 of 13	8%		2 of 2	100%	23 of 49 47%
<b>Total</b>	56 of 70	80%		29 of 45	64%		12 of 13	92%	97 of 128 76%

Manning levels have stabilized after three-year downward trend.

- 2) List/Recruit Vacancies: Refer to Unit Organization Charts on EFA LANT web site. Vacancies and billet acquisition codes are now listed on organization charts to provide visibility for all unit members for word-of-mouth recruitment effort. Aggressive recruitment efforts have resulted in nearly 100% manning of officer billets. Results obtained from initiative to fill all billets at O-4 and below billeting conference and close coordination with NAVFAC to collect RADs and new accessions; Enlisted vacancies are still an area of major concern. Recent discussions with the 2NCB COS have resulted in conceptual agreement to fill 26 vacant EFA LANT billets from battalions.

### D. Enhance Reserve Contributory Support and Productivity

- 1) Goal = 50% or More of All Available Mandays: Refer to Utilization Report.

	Utilization of Personnel			
	FY01 Goals		FY01 Actual to-date	
<b>Contributory Support</b>	50%	1,800 Mandays	47%	724 Mandays
<b>Training</b>	30%	1,080 Mandays	30%	463 Mandays
<b>Administration</b>	20%	720 Mandays	23%	366 Mandays

- 2) Establish Close IPT & BLM Counterpart Coordination: Highlights of work by IPT

**CNRMA** Drill Support in the CNRMA area has included project management support in area ROICC Offices and preventive maintenance planning for PWC Norfolk. The VTU group is leading an effort for the 2<sup>ND</sup> Naval Construction Brigade to provide long range planning including the preparation of any needed 1391's for all of 2NCB RSS sites. Completed ATs included CDR Probst who worked on EFA LANT/LANTDIV organizational and strategic planning issues, and CDR Ammons and CDR Clements served as Environmental and Facilities Engineering Officers respectively on the J-4 staff for Exercise Unified Endeavor 3-01.

**CNRNDW** Drill support in the CNRNDW area has included disaster preparedness planning and work on two project requests for AT assignments that are being completed through the coordinated efforts of EFA LANT members during drills, Safety Program development and facility record updates including the development of digital photograph inventories.

**CNRNE** Drill support in the CNRNE area includes energy conservation program engineering support, facility condition inspections, construction project planning and

design, and electrical maintenance support to USS Constitution. AT work by CE2 Gonzalez provided Naval Shipyard Portsmouth with facility inspections and cost estimates for any needed corrective work.

**CNRSE/SOUTH DIV** Drill support included a variety of project documentation preparation, ROICC project management and facilities inspections. Completed ATs included CDR Perry who produced project documentation for a passenger terminal project at NS Roosevelt Roads (NS RR), and CDR Moskowitz who worked to revise ISSA documents for NSRR.

**EFA MED** Support in the EFA MED area included the completion of 3 ATs. LCDR Hill provided environmental management support to NSA Souda Bay Crete. LCDR Sobota helped implement new facility database software and completed the initial facility inventory including seismic design classification. BUCS Higdon reduced NAS Sigonella's backlog of work awaiting planning and estimating and provided construction document reviews and construction inspection services for the ROICC office.

**NAVCENT/SOUTHCOM** Drill support in this area has included work on a project to produce environmental country documents for SOUTHCOM. 8 ATs in support of CENTCOM have been completed. LCDR Delgado and LCDR Howe participated in Exercise Internal Look. LCDR Mascoe updated environmental considerations in OPLAN 1003-98. EA1 Rausch, a PE, completed facility inspections and energy conservation evaluations for ASU Bahrain. LCDR McCarthy completed facility property record updates for ASU Bahrain. LCDR Leonard participated in Oil and Hazardous Substance Spill (OHS) Exercise in Bahrain and modified the OHS Manual to eliminate deficiencies. CDR Gravely participated in the Wide Area Decontamination exercise as a LANTDIV representative. CDR Harrison worked on updating Civil Engineering Support Plan portions of component OPLANs.

3) Prioritize FY01 Projects w/Input from EFA, IPTs, & CE:

The FY2001 Call For Work (FY01 CFW) released March 2000 identified 192 Contributory Support Projects. In an effort to remain responsive to customers' emerging requirements, an additional 59 requests are being tracked for possible completion. Many of these additional requests have included the offer of customer provided ADT or ADSW days that allow the assignment of VTU members or the assignment of SELRES members to additional active duty periods. The total number also includes projects that are inactive as a result of project change and deletions.

Assignments to fill 92 of the requests have been made including two planned for completion using drill periods. Additional requests may be filled if ADT or AT(S) days become available for SELRES and VTU member use. Current assignments for support are summarized below:

**Summary By IPT**

<b>IPT</b>	<b>Assigned ATs</b>	<b>% Assignments</b>	<b>Completed ATs through 2ND Quarter</b>	<b>EFA LANT Department Head</b>
CNRMA	7	8%	3	CDR Gravely
CNRNDW	3	3%	0	CDR Mustin
CNRNE	6	7%	1	CDR Albanese
CNRSE/SOUTHDIV	20	21%	4	CDR Ammons
EFA MED	40	44%	3	CDR Peters
NAVCENT/SOUTHCOM	15	17%	8	CDR Ammons
<b>TOTAL</b>	<b>91</b>		<b>19</b>	

**Summary by Business Line**

<b>Business Line</b>	<b>Assigned ATs</b>	<b>% Assignments</b>	<b>Completed ATs through 2ND Quarter</b>
Base Development and Planning	3	3%	1
Base Operations Support	35	39%	7
Contingency Engineering	11	12%	7
Capital Improvements	18	19%	1
Environmental Services	18	20%	3
Housing Management	1	1%	0
Real Estate Services	1	1%	0
Administrative Support	4	4%	0
<b>TOTAL</b>	<b>91</b>		<b>19</b>

**CALL FOR WORK 2002** Initial planning for the FY02 Call For Work message has been completed. Remaining work on the Call For Work and FY-2002b program planning include planned allocation of available effort among customers and balancing emphasis between organized training and contributory support work that enhances individual and unit readiness.

**E. Review OPLANS and Integrate Into Mobilization Plans**

- 1) Institutionalize Contingency Planning Roles and Response Readiness: Pending
- 2) Exercise SOPs for EFA LANT Participation in Disaster/JTF Contingencies: Pending

**F. Minimize Overhead and Improve Efficiency of Reserve Administration**

- 1) Goal = Not More Than 20% of All Available Reserve Mandays:  
Currently 23% of all reported labor expended on administration. The percentage is expected to fall as the majority of contributory support ATs are performed in Q3 and Q4.
- 2) Efficient Orders Application and Execution:  
Orders submittal process is now soft copy and email processed. Line of control well established for Admin/Ops/Training processing of apps. Initial NAVFAC annual grant for IDTT of \$40,000 is 110% executed. An additional \$50,000 for an annual total of

\$90,000 has been requested. EFA LANT executed 71 IDTT Orders in Q1 and Q2, a doubling of typical IDTT tempo from recent past annual trends. Initial NAVFAC annual grant for ADT of 90 days is 89% executed and an additional 30 days is allocated for and annual budget of 120 days. All ADT days are programmed for the year, and additional days in the amount in excess of 300 days could be expended for contributory support, training, and unit administration if it were available.

- 3) Establish Accessible Web-based Reports, Databases, and Unit Information:  
An EFA LANT web site has been designed and placed as a component site on LANTDIV's Home Page. EFA LANT web site address is: [www.efdlant.navfac.navy.mil/efalant](http://www.efdlant.navfac.navy.mil/efalant).

#### **G. Maintain Visibility and Accountability for manpower Utilization w/Qtrly SITREPS**

- 1) Monthly Recording/Quarterly Reporting of Manpower Utilization:  
Refer to Utilization Report
- 2) Monthly Recording/Quarterly Reporting of Training Activity & ITP Status:  
Refer to ITP Report
- 3) Publish Ops/Training/Readiness SITREPs Quarterly to Chief via LANTDIV:  
Contained within this report.

#### **H. Conduct EFA "Summit" with EFA LANT and EFA PAC**

- 1) Continue Dialogue Concepts Across Both EFAs:  
Programmed for 28-29 July in Dallas, TX
- 2) Exchange Best Practices/Standardize Reporting/Accountability Procedures:  
Second planning conference call conducted 19 March 2001.

#### **I. Institutionalize VTU as Component of EFA**

VTU integration is underway. 200 contributory support mandays performed in Q1 and Q2.